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REPORT NO. 3

SECTION 1

SURVEY OF FRINGE BENEFITS
—ALBERTA 1957—

Fringe Benefits As Percent of Total Payroll
and Cents per Payroll Hour

By Type of Firm

SECTION 2

SURVEY OF WORKING CONDITIONS
AND BENEFITS
—ALBERTA, 1 MAY 1958—

Hours Worked and Policy For Vacations, Sick Pay,
Retirement and Benefit Plans

Prepared By
Alberta Bureau of Statistics
Department of Industries and Labour
Edmonton, Alberta
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SECTION I.

FRINGE BENEFIT SURVEY - ALBERTA, 1957

This section presents information on fringe benefit payments in Alberta for 151 firms for the year 1957. The information was obtained from a survey conducted by the Alberta Bureau of Statistics, in response to numerous requests.

Questionnaires were mailed to 423 firms, all of which had 25 or more employees. Of this total, 355 firms were firms which had participated in the annual wage and salary survey. The balance of the firms were Alberta members of the Canadian Manufacturers Association. The Edmonton office of the Canadian Manufacturers Association assisted by urging co-operation in the survey by its members.

Completed questionnaires were received from 151 firms. The reporting firms employed approximately 8,000 office and 20,000 non-office employees.

In this section are shown the range, median and mean average payments as well as the number of firms reporting each fringe benefit. The payments are shown in three ways -

(A) Dollars or Dollar Equivalents

(B) Percent of Total Gross Payroll

(C) Cents per Payroll Hour

See explanation of terms.

A breakdown of the payments is shown for office and non-office employees in six types of businesses, covering 139 firms. A summary shows the figures for 151 firms combined.

In this report, the median is the more meaningful measure of central tendancy since it is not influenced by extreme values in the distribution as is the arithmetic mean.

* * * * * * * * * * * * * * *

EXPLANATION OF TERMS

A. FRINGE BENEFIT PAYMENT

Any payment made to, or on behalf of, an employee in addition to direct wages are termed Fringe Benefit Payments. Also included are payments for time not actually worked, such as annual vacations, paid statutory holidays, and sick pay.

B. MEDIAN

The middle value in an ordered series. (In this report as a percentage of payroll or cents per payroll hour.)

C. MEAN AVERAGE

The arithmetic mean.

D. RANGE

The lowest and the highest values of a distribution arranged in order from the smallest to the largest.

E. DOLLAR EQUIVALENT

The value of the time during which no work is being done by the employee for the firm (e.g. when the employee is on annual vacation.

METHOD OF COMPUTATION FOR "PERCENT OF TOTAL PAYROLL"

F. For Each Benefit

The dollar amount for the benefit reported by each firm was first calculated as a percentage of that firm's total payroll. The range and median were obtained after arranging the percentages for each firm in order from the lowest to the highest. The mean average percentage was obtained by summing the dollar amounts reported and dividing by the sum of the payrolls of the firms reporting the benefit.

G. Combined Figures for all Benefits in a Section

The dollar amount of benefits reported in the section was divided by the total of the payroll of each firm reporting benefits and the percentage calculated. These percentages were listed in order from the lowest to the highest, and the range and median were obtained from this distribution.

The mean average percentage was obtained by summing all dollar amounts shown and dividing by the sum of the total of the payrolls of all firms reporting in the section.

METHOD OF COMPUTATION FOR "CENTS PER PAYROLL HOUR"

H. For Each Benefit

The dollar amount of wages shown by each firm was divided by the total yearly hours worked by all employees included in the survey in that firm. The range and median were obtained by examination after listing the cents per payroll hour for each firm in order from the lowest to the highest.

The average was obtained by summing the dollar amounts reported by all firms and dividing by the sum of the hours worked as shown by the firms reporting the benefit.

I. Combined Figures for all Benefits in a Section

For each firm, the dollar amount of benefits reported in the section was divided by the total yearly hours worked by employees in the firm. These figures (as cents per payroll hour) were listed in order, from the lowest to the highest, and the range and median were obtained from this distribution.

The average cents per payroll hour for the section was obtained by summing the dollar amounts reported and dividing by the

sum of the total hours worked for all firms reporting in the section.

EXPLANATION OF CONTENT OF TABLES

Tables 1 to 7 (inclusive) show the number of firms of each type reporting each benefit. Also shown is the range, median and mean average as a percent of payroll, and as cents per payroll hour, for both office and non-office employees.

To illustrate, note line C - 1, in manufacturing, Table 1 (each line is to be interpreted separately in the manner outlined.).

Office Employees

There were 41 firms making pension plan contributions: the low firm's contribution for pension plan payments amounted to 0.68% of that firm's payroll and the high firm contributed 6.91% of its payroll. The median of all firms reporting the benefit was 2.85%. The mean average was 2.74% of the total payroll of all firms reporting the benefit.

Following across line C - 1, to the "cents per payroll hour" column, it is noted that the cost of pension plan payments amounted to 1.34 cents per payroll hour for the low firm and 13.67 cents for the high firm. The median was 6.33 cents and the mean average 5.87 cents.

Non-Office Employees

There were 38 firms reporting pension plan payments to non-office employees. The employers' contributions ranged from 0.37% of the low firm's payroll to 7.29% of the high firm's payroll. The median was 1.98% and mean average was 2.11% of the total payroll for all firms reporting pension plan contributions to non-office employees.

Contributions for pension plans by employers amounted to 0.42 cents for the low firm and 13.00 cents per payroll hour for the high firm. The median was 3.27 cents and the mean average 3.60 cents per payroll hour.

The combined (or total) figures for each section show the total number of firms reporting one or more benefits in the section and the range, and averages of all contributions.

Section G of each table shows the ranges and averages of employee payroll deductions as contributions to benefit plans.

Table 8 shows the dollar cost of fringe benefits to employers and to employees.

Table 9 shows a breakdown of the gross payroll of office employees', by type of firm, and a summary for all firms in the survey.

The instruction sheet sent out with the questionnaire did not specifically state that pay for executives should be excluded. It would appear that some firms did include the executives pay with the pay for other office employees. This would explain the extremely wide range for straight time pay and total pay when shown as cents per payroll hour.

Table 10 shows a breakdown of the gross payroll of non-office employees, by type of firm, and a summary for all firms in the survey.

Table 11 shows the total cost of all fringe benefit payments to the employer as a percent of the reporting firms payroll.

To illustrate -- the table shows that for 25 firms having non-office employees, all fringe benefit payments ranged from 10.01% to 12.00% of total payroll.

Table 12 shows the cost of all fringe benefit payments to the employer as a cents per payroll hour to the firms reporting.

To illustrate -- the table shows that for 7 firms, the cost of all fringe benefit payments ranged from 22.01 cents to 24.00 cents per payroll hour for office employees.

A copy of the Questionnaire appears in Appendix A.

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TABLE 1. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND 63 MANUFACTURING OFFICE

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE): (1)					
1	Unemployment Insurance	59	.13	.95	.45	.42
2	Workmen's Compensation	56	.10	3.68	.69	.81
3	Other -	-	-	-	-	-
4	Section B - Combined	59	.41	3.84	1.18	1.23
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):					
1	Pension Plan Payments	41	.68	6.91	2.85	2.74
2	Life Insurance	31	.05	2.53	.35	.44
3	Accidental death or dismemberment Insurance	8	*	.08	.03	.02
4	Weekly Indemnity	8	.03	1.16	.11	.12
5	Hospitalization and Special Service Insurance (Non-Government)	19	.03	.85	.28	.19
6	Medical Insurance (M.S.I.) Etc.	20	.08	.91	.57	.45
7	Major Medical	4	.04	.23	.09	.18
8	Comprehensive Expense Insurance	1	-	-	-	-
9	Other -	4	.15	.57	.20	.21
10	Section C - Combined	56	.08	12.97	3.30	3.32
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS.					
1	Paid Rest Periods (Coffee Breaks)	26	.17	8.87	3.53	3.96
2	Paid Lunch Periods	-	-	-	-	-
3	Wash-up Time	-	-	-	-	-
4	Travel Time	-	-	-	-	-
5	Clothes Change Time	-	-	-	-	-
6	Get Ready Time	1	-	-	-	-
7	Other -	1	-	-	-	-
8	Section D - Combined	26	.17	8.87	3.53	3.97
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1	Paid Vacations (Annual)	57	1.48	11.01	4.05	4.10
2	Payment for Holidays Not Worked (Statutory)	42	1.07	6.44	2.95	2.99
3	Paid Sick Leave	25	.04	2.50	.98	1.07
4	Jury, Witness and Voting (Pay Allowance)	9	.01	.16	.08	.08
5	Payments for Time Loss due to Death or Personal Reasons	5	.01	.28	.08	.04
6	Other -	2	-	-	-	-
7	Section E - Combined	58	.28	19.08	6.68	7.46
F.	MISCELLANEOUS PAYMENTS:					
1	Profit Sharing Payments	5	8.53	29.64	16.92	15.04
2	Christmas Bonus, Special Bonus, Service Awards	37	.04	8.06	1.13	1.67
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	-	-	-	-	-
4	Separation or Termination Pay Allowance	7	.05	.33	.14	.16
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	11	.05	2.85	.17	.42
6	Other -	4	.01	3.60	.27	.12
7	Section F - Combined	45	.01	29.64	1.32	1.73
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1	Pension Plan Deductions	40	1.08	9.93	2.72	2.89
2	Life Insurance	27	.01	.89	.34	.36
3	Accidental Death and Dismemberment Insurance	7	.02	.21	.04	.07
4	Weekly Indemnity	7	.05	.53	.17	.25
5	Hospitalization and Special Services Insurance (Non-Government)	25	.02	1.35	.33	.34
6	Medical and Surgical Insurance (M.S.I.)	26	.07	1.78	.63	.58
7	Major Medical Insurance	4	.09	.53	.14	.39
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	2	-	-	-	-
10	Section G - Combined	57	.20	9.93	3.28	3.18

* Less than 0.005

(1) Vacation pay is shown in Section E.

NON-OFFICE EMPLOYEES OF ALBERTA FIRMS - 1 9 5 7

I N G F I R M S

TABLE 1.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit				Cents per Payroll Hour of Firms Reporting each Type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
.30	2.32	1.07	0.95	62	0.37	2.31	0.87	0.85	0.58	3.31	1.40	1.45	1
.16	7.33	1.55	1.86	62	0.33	3.28	0.84	1.02	0.50	10.73	1.27	1.73	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
.59	8.22	2.55	2.77	63	0.70	4.16	1.69	1.83	0.76	13.40	2.72	3.11	4
													C
1.34	13.67	6.33	5.87	38	0.37	7.29	1.98	2.11	0.42	13.00	3.27	3.60	1
0.10	6.43	.87	.95	29	0.01	0.91	0.30	0.37	0.01	1.54	0.55	0.61	2
0.01	.18	.07	.04	8	0.01	0.48	0.06	0.16	0.01	0.98	0.11	0.29	3
.09	3.40	.30	.29	9	0.07	1.00	0.32	0.35	0.12	1.67	0.50	0.65	4
.08	1.83	.72	.43	20	0.06	6.69	0.34	0.55	0.10	11.93	0.55	0.91	5
.14	2.43	1.41	1.04	22	0.12	1.15	0.67	0.66	0.20	3.50	1.17	1.23	6
.16	.52	.20	.38	4	0.08	0.27	0.11	0.16	0.13	0.53	0.20	0.29	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
.34	1.60	.44	.41	5	0.20	0.46	0.33	0.35	0.31	1.32	0.75	0.69	9
.55	30.29	7.26	7.11	59	0.09	14.28	2.26	2.84	0.12	25.46	3.65	4.82	10
													D
.30	14.97	8.43	9.38	38	0.13	6.48	3.70	3.67	0.14	14.68	5.29	6.09	1
-	-	-	-	10	0.01	3.58	0.42	1.26	0.05	7.67	0.59	2.35	2
-	-	-	-	8	0.04	1.95	1.01	0.85	0.15	3.23	1.78	1.75	3
-	-	-	-	3	0.19	0.39	0.28	0.23	0.26	0.57	0.44	0.47	4
-	-	-	-	2	-	-	-	-	-	-	-	-	5
-	-	-	-	2	-	-	-	-	-	-	-	-	6
-	-	-	-	3	0.45	2.90	1.62	1.33	0.71	5.01	2.88	2.19	7
.30	14.97	8.43	9.41	41	0.05	9.59	4.18	4.20	0.14	20.52	5.67	7.23	8
													E
3.36	18.75	8.95	9.20	59	1.12	6.10	3.36	3.31	2.13	13.23	5.56	5.68	1
2.18	10.65	6.75	6.66	55	0.04	3.82	2.68	2.32	0.15	11.10	4.11	4.02	2
.23	6.06	1.56	2.45	19	0.02	1.87	0.49	0.45	0.03	2.92	0.90	0.81	3
.03	.47	.21	.21	18	0.02	0.32	0.09	0.09	0.04	0.45	0.16	0.16	4
.03	.46	.13	.09	8	0.01	0.56	0.04	0.05	0.03	0.51	0.08	0.09	5
-	-	-	-	6	0.01	6.17	0.34	0.65	0.01	9.88	0.43	1.00	6
.46	41.47	16.30	16.65	60	0.56	12.34	6.03	5.94	0.51	24.33	9.75	10.18	7
													F
19.56	78.26	48.28	42.61	3	1.22	3.02	1.58	1.39	2.17	5.02	2.49	2.42	1
.09	23.65	2.79	3.67	40	0.01	6.26	0.58	0.60	0.01	8.89	0.72	1.00	2
-	-	-	-	15	0.01	0.21	0.04	0.06	0.01	0.38	0.07	0.12	3
.07	.88	.43	.35	11	0.04	1.22	0.27	0.31	0.06	2.00	0.52	0.50	4
.09	5.88	.48	.91	14	0.02	1.30	0.15	0.32	0.04	2.51	0.25	0.52	5
.03	32.02	.51	2.51	11	0.04	2.12	0.27	0.53	0.06	3.96	0.43	1.00	6
.03	81.17	2.98	4.54	50	0.02	6.36	0.76	0.98	0.03	9.03	1.08	1.67	7
													G
2.36	20.64	6.48	6.23	36	0.42	8.00	1.79	1.97	0.42	12.33	2.79	3.33	1
.05	3.75	.82	.82	29	0.01	0.69	0.23	0.26	0.01	1.14	0.41	0.43	2
.05	.63	.07	.18	8	0.02	0.60	0.07	0.29	0.04	1.23	0.11	0.45	3
.09	.95	.38	.51	11	0.04	0.70	0.32	0.39	0.05	1.24	0.44	0.64	4
.09	2.56	.80	.76	27	0.07	2.03	0.41	0.48	0.10	2.63	0.66	0.75	5
.14	3.11	1.71	1.27	28	0.07	1.93	0.77	0.72	0.11	3.07	1.43	1.20	6
.15	1.20	.33	.81	3	0.07	0.60	0.13	0.41	0.11	1.14	0.22	0.74	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
-	-	-	-	3	0.38	0.67	0.48	0.58	0.52	1.43	0.73	0.92	9
.36	22.81	8.30	6.86	60	0.20	9.30	2.25	2.68	0.31	19.66	3.95	4.54	10

TABLE II. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND

25 O I L

O F F I C E -

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE):(1)					
1.	Unemployment Insurance	25	.03	.89	.26	.37
2.	Workmen's Compensation	22	.30	1.96	1.51	1.46
3.	Other -	-	-	-	-	-
4.	Section B - Combined	25	.13	2.31	1.40	1.72
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (Employer's Share):					
1.	Pension Plan Payments	15	.99	10.97	4.09	5.74
2.	Life Insurance	13	.13	.82	.32	.28
3.	Accidental Death and Dismemberment	7	.03	.62	.19	.51
4.	Weekly Indemnity	2	-	-	-	-
5.	Hospitalization or Special Service Insurance (Non-Government)	12	.14	.65	.27	.32
6.	Medical Insurance (M.S.I.)	9	.25	.73	.44	.44
7.	Major Medical	-	-	-	-	-
8.	Comprehensive Expense Insurance	1	-	-	-	-
9.	Other -	4	.05	3.97	1.10	2.74
10.	Section C - Combined	22	.33	13.56	3.90	8.00
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS.					
1.	Paid Rent Periods (Coffee Breaks)	8	1.45	7.08	5.93	4.34
2.	Paid Lunch Periods	1	-	-	-	-
3.	Wash-up Time	-	-	-	-	-
4.	Travel Time	1	-	-	-	-
5.	Clothes Change Time	-	-	-	-	-
6.	Get Ready Time	-	-	-	-	-
7.	Other - (Specify)	-	-	-	-	-
8.	Section D - Combined	9	.04	8.76	5.86	4.55
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1.	Paid Vacations (Annual)	23	1.99	7.57	3.83	4.22
2.	Payment for Holidays not Worked (Statutory)	19	.55	4.14	3.39	2.31
3.	Paid Sick Leave	15	.54	3.26	1.16	.94
4.	Jury, Witness and Voting (Pay Allowance)	5	.03	.27	.08	.10
5.	Payments for Time Loss due to Death or Personal Reasons	8	*	.21	.04	.03
6.	Other -	3	.04	.33	.04	.08
7.	Section E - Combined	23	1.99	11.16	7.90	7.32
F.	MISCELLANEOUS PAYMENTS:					
1.	Profit Sharing Payments	3	.85	1.86	1.36	1.28
2.	Christmas Bonus, Special Bonus, Service Awards	9	.03	1.28	.59	.26
3.	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	1	-	-	-	-
4.	Separation or Termination Pay Allowance	10	.04	.93	.14	.18
5.	Discount on Goods and Services Purchased from Company: Dollar Equivalents	-	-	-	-	-
6.	Other -	4	.21	2.30	.72	1.38
7.	Section F - Combined	15	.03	3.03	.61	.60
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1.	Pension Plan Deductions	16	1.54	6.93	3.60	4.31
2.	Life Insurance	13	.19	1.53	.44	.69
3.	Accidental Death and Dismemberment Insurance	6	.03	.20	.16	.11
4.	Weekly Indemnity	2	-	-	-	-
5.	Hospitalization and Special Services Insurance (Non-Government)	12	.14	1.06	.22	.53
6.	Medical and Surgical Insurance (M.S.I.)	9	.25	.58	.43	.42
7.	Major Medical Insurance	2	-	-	-	-
8.	Comprehensive Expense Insurance	-	-	-	-	-
9.	Other -	5	.05	3.20	.89	1.60
10.	Section G - Combined	23	.54	7.57	4.86	6.01

* Less than 0.005

(1) Vacations included in Section E.

NON-OFFICE EMPLOYEES OF ALBERTA FIRMS - 1 9 5 7.

F I R M S

TABLE II.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit.				Cents per Payroll Hour of Firms Reporting each type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
.13	1.45	.85	.98	26	0.13	1.04	0.54	0.48	0.23	1.62	1.10	1.10	1
.68	7.47	4.57	3.62	24	0.36	2.66	1.74	1.74	0.66	6.16	4.15	3.69	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
.23	8.63	4.97	4.32	26	0.75	3.24	1.94	2.21	1.41	7.29	4.96	4.73	4
													C
2.12	33.84	12.06	14.58	16	0.41	11.56	3.25	4.42	0.93	19.67	5.27	9.89	1
.30	1.82	1.07	.71	13	0.13	1.02	0.38	0.34	0.31	2.19	0.83	0.76	2
.16	1.64	.53	1.39	7	0.04	0.60	0.09	0.54	0.11	1.45	0.35	1.28	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
.26	1.61	.70	.67	11	0.22	1.05	0.40	0.47	0.50	2.26	0.85	0.97	5
.94	1.96	1.24	1.23	8	0.39	0.79	0.66	0.65	1.03	2.15	1.45	1.55	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	1	-	-	-	-	-	-	-	-	8
.15	10.45	4.65	8.54	6	0.03	3.82	0.87	2.96	0.07	9.23	2.22	7.05	9
.80	35.74	10.19	21.03	23	0.31	13.05	3.52	6.76	0.59	31.55	7.57	15.09	10
													D
4.03	35.52	10.71	8.84	7	0.43	6.59	5.01	4.22	1.07	18.96	13.47	9.04	1
-	-	-	-	-	-	-	-	-	-	-	-	-	2
-	-	-	-	1	-	-	-	-	-	-	-	-	3
-	-	-	-	1	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
.10	35.52	10.31	9.64	8	0.06	6.97	4.58	4.53	0.12	18.96	13.66	9.74	8
													E
5.30	19.81	9.96	10.67	26	1.65	25.98	3.71	4.26	3.24	53.07	7.84	9.60	1
1.71	16.96	7.07	5.37	19	0.32	3.68	2.88	1.71	0.66	11.12	6.13	3.80	2
.86	5.86	2.93	2.47	12	0.56	1.55	0.86	0.91	1.26	3.69	1.85	2.05	3
.04	.59	.29	.28	4	0.05	0.27	0.09	0.07	0.09	0.63	0.19	0.13	4
.01	.53	.08	.09	7	0.01	0.10	0.05	0.04	0.01	0.20	0.09	0.08	5
.09	.73	.10	.20	4	0.04	8.52	0.47	0.36	0.09	16.09	1.13	0.80	6
6.56	36.07	18.07	18.16	26	1.90	25.98	6.80	6.38	3.24	53.07	13.62	14.31	7
													F
1.75	4.63	1.83	2.33	2	-	-	-	-	-	-	-	-	1
.07	4.35	1.30	.62	8	0.06	0.52	0.30	0.27	0.14	1.30	0.75	0.59	2
-	-	-	-	3	0.03	0.16	0.07	0.13	0.08	0.29	0.14	0.24	3
.10	2.81	.27	.37	8	0.05	0.46	0.15	0.16	0.23	0.99	0.45	0.36	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
.20	5.08	1.45	2.54	4	0.34	2.04	0.97	1.35	0.91	5.08	1.79	2.79	6
.07	9.13	1.83	1.60	15	0.03	2.67	0.27	0.77	0.08	6.65	0.75	1.75	7
													G
3.75	26.28	7.20	10.84	18	0.97	5.83	2.95	3.38	1.64	14.10	7.07	7.64.	1
.40	3.39	1.31	1.77	14	0.16	1.39	0.60	0.80	0.37	3.39	1.28	1.83	2
.16	.68	.42	.33	6	0.04	0.19	0.10	0.12	0.13	0.37	0.29	0.26	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
.14	1.48	.61	.55	11	0.18	2.10	0.37	0.37	0.33	1.17	0.80	0.53	5
.87	1.70	1.24	1.18	8	0.38	0.74	0.45	0.48	0.85	1.59	1.37	1.15	6
-	-	-	-	2	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
.15	8.91	1.78	4.87	5	0.27	4.06	1.23	1.59	0.61	8.91	2.84	3.79	9
1.67	28.27	9.31	15.22	25	0.69	8.63	3.43	4.83	1.18	19.72	7.17	10.86	10

TABLE III. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND 14 WHOLESALE OFFICE -

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE): (1)					
1	Unemployment Insurance	14	.45	1.72	.65	.72
2	Workmen's Compensation	14	.40	2.76	.49	.58
3	Other -	-	-	-	-	-
4	Section B - Combined	14	.89	3.38	1.35	1.30
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):					
1	Pension Plan Payments	11	.75	5.76	4.00	4.32
2	Life Insurance	6	.08	1.33	.34	.63
3	Accidental death or dismemberment Insurance	-	-	-	-	-
4	Weekly Indemnity	-	-	-	-	-
5	Hospitalization and Special Insurance (Non-Government)	5	.22	1.63	.49	.98
6	Medical Insurance (M.S.I.) Etc.	2	-	-	-	-
7	Major Medical	-	-	-	-	-
8	Comprehensive Expense Insurance	1	-	-	-	-
9	Other -	4	.11	3.18	.37	.39
10	Section C - Combined	13	.80	16.55	4.83	5.64
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS.					
1	Paid Rest Periods (Coffee Breaks)	8	.12	6.25	5.07	3.81
2	Paid Lunch Periods	-	-	-	-	-
3	Wash-up Time	-	-	-	-	-
4	Travel Time	-	-	-	-	-
5	Clothes Change Time	-	-	-	-	-
6	Get Ready Time	-	-	-	-	-
7	Other -	-	-	-	-	-
8	Section D - Combined	8	.12	6.25	5.07	3.81
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1.	Paid Vacations (Annual)	13	2.97	9.38	3.98	4.44
2	Payment for Holidays Not Worked (Statutory)	12	1.18	3.65	2.99	2.83
3	Paid Sick Leave	13	.13	3.22	.92	1.19
4	Jury, Witness and Voting (Pay Allowance)	2	-	-	-	-
5	Payments for Time Loss due to Death or Personal Reasons	8	.04	.54	.17	.23
6	Other -	-	-	-	-	-
7	Section E - Combined	14	.13	11.71	7.64	7.13
F.	MISCELLANEOUS PAYMENTS:					
1	Profit Sharing Payments	-	-	-	-	-
2	Christmas Bonus, Special Bonus, Service Awards	5	.01	3.83	1.56	.87
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	-	-	-	-	-
4	Separation or Termination Pay Allowance	6	.15	.89	.29	.52
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	5	.01	.66	.28	.31
6	Other -	-	-	-	-	-
7	Section F - Combined	9	.15	3.83	.89	.90
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1	Pension Plan Deductions	12	.26	4.64	2.21	2.25
2	Life Insurance	6	.27	.53	.37	.36
3	Accidental Death and Dismemberment Insurance	1	-	-	-	-
4	Weekly Indemnity	1	-	-	-	-
5	Hospitalization and Special Services Insurance (Non-Government)	5	.49	1.75	.63	1.10
6	Medical and Surgical Insurance (M.S.I.)	3	.45	1.41	.69	.95
7	Major Medical Insurance	-	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	2	-	-	-	-
10	Section G - Combined	13	1.23	5.05	3.68	3.62

(1) Vacations are included in Section E.

NON-OFFICE EMPLOYEES OF ALBERTA FIRMS - 1 9 5 7

F I R M S

TABLE III.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit				Cents per Payroll Hour of Firms Reporting each Type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
1.00	2.80	1.18	1.31	11	0.47	2.39	0.92	0.82	0.62	2.80	1.35	1.36	1
.52	2.56	.88	.99	12	0.33	2.76	0.49	0.76	0.42	4.54	0.87	1.18	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
1.62	3.93	2.06	2.30	12	0.37	3.73	1.46	1.44	0.42	6.06	2.34	2.32	4
													C
1.69	12.46	7.04	7.84	11	0.24	7.25	3.68	2.48	0.46	9.47	5.01	4.08	1
.10	4.59	.80	1.03	6	0.08	1.42	0.42	0.51	0.13	2.03	0.76	0.78	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	-	-	-	-	-	-	-	-	-	4
.96	4.41	1.11	1.57	3	0.33	2.96	0.36	0.61	0.44	2.05	0.49	0.75	5
-	-	-	-	2	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
.20	1.33	.35	.53	2	-	-	-	-	-	-	-	-	9
1.63	14.74	7.63	9.71	12	0.24	11.63	3.55	3.18	0.46	12.29	6.79	4.97	10
													D
.20	14.50	7.95	6.38	6	0.18	7.05	4.54	3.84	0.25	10.43	5.13	5.71	1
-	-	-	-	-	-	-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
.20	14.50	7.95	6.38	7	0.70	7.05	4.01	3.64	0.95	10.43	5.40	5.77	8
													E
3.85	17.39	7.68	7.91	11	2.84	6.23	3.56	3.82	3.41	9.66	5.19	6.30	1
2.19	7.33	5.40	5.27	9	0.16	3.46	2.68	2.48	0.22	6.71	4.41	4.11	2
.28	5.81	1.36	2.16	6	0.50	3.33	1.03	1.32	0.66	5.19	0.95	1.97	3
-	-	-	-	3	0.11	0.30	0.14	0.23	0.07	0.77	0.23	0.38	4
.05	1.03	.40	.39	5	0.10	0.25	0.11	0.16	0.13	0.49	0.29	0.28	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
.28	21.13	15.47	12.97	11	3.31	8.69	7.26	6.46	4.41	17.74	10.48	10.65	7
													F
-	-	-	-	1	-	-	-	-	-	-	-	-	1
.02	4.73	2.27	1.76	3	0.26	0.73	0.32	0.38	0.35	1.14	0.59	0.65	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
.34	2.94	.72	1.15	2	-	-	-	-	-	-	-	-	4
.03	1.22	.42	.51	5	0.02	0.73	0.50	0.28	0.04	1.13	0.35	0.44	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
.35	4.73	1.88	1.70	7	0.34	3.37	0.50	1.09	0.35	3.78	0.65	1.62	7
													G
.32	8.38	3.48	3.95	10	0.50	5.56	1.56	2.05	0.73	9.47	3.19	3.43	1
.34	1.08	.65	.57	7	0.05	0.74	0.33	0.32	0.07	0.88	0.51	0.52	2
-	-	-	-	1	-	-	-	-	-	-	-	-	3
-	-	-	-	1	-	-	-	-	-	-	-	-	4
.77	4.22	1.11	2.01	5	0.36	1.73	0.65	0.81	0.49	2.28	0.88	1.07	5
.55	2.61	.95	1.43	3	0.23	0.78	0.52	0.58	0.37	1.21	0.81	0.91	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
-	-	-	-	2	-	-	-	-	-	-	-	-	9
1.95	10.22	7.31	6.60	11	0.90	8.51	2.26	3.21	1.22	20.71	3.38	5.29	10

TABLE IV. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND 10 AUTOMOTIVE OFFICE -

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE):(1)					
1	Unemployment Insurance	10	.11	1.37	.57	.49
2	Workmen's Compensation	9	.06	1.37	1.00	.85
3	Other -	-	-	-	-	-
4	Section B - Combined	10	.17	2.11	1.54	1.33
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):					
1	Pension Plan Payments	3	2.70	3.05	2.72	2.97
2	Life Insurance	5	.03	.43	.19	.17
3	Accidental Death or Dismemberment Insurance	3	.03	.88	.06	.11
4	Weekly Indemnity	4	.01	.25	.13	.10
5	Hospitalization and Special Service Insurance (Non-Government)	4	.05	.45	.31	.17
6	Medical Insurance (M.S.I.) Etc.	4	.25	1.01	.47	.38
7	Major Medical	1	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	-	-	-	-	-
10	Section C - Combined	10	.10	4.18	1.36	2.29
D.	OTHER PAYMENTS AGREED UPON: Dollar Equivalents.					
1	Paid Rest Periods (Coffee Breaks)	4	.21	6.61	5.64	3.56
2	Paid Lunch Periods	-	-	-	-	-
3	Wash-up Time	-	-	-	-	-
4	Travel Time	-	-	-	-	-
5	Clothes Change Time	-	-	-	-	-
6	Get Ready Time	-	-	-	-	-
7	Other -	-	-	-	-	-
8	Section D - Combined	4	.21	6.61	5.64	3.56
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1	Paid Vacations (Annual)	10	.48	5.94	3.07	2.36
2	Payment for Holidays Not Worked (Statutory)	6	1.72	3.83	2.27	2.35
3	Paid Sick Leave	3	.04	.77	.75	.63
4	Jury, Witness and Voting (Pay Allowance)	2	-	-	-	-
5	Payments for Time Loss due to Death or Personal Reasons	2	-	-	-	-
6	Other -	-	-	-	-	-
7	Section E - Combined	10	2.26	8.04	4.22	4.50
F.	MISCELLANEOUS PAYMENTS:					
1	Profit Sharing Payments	-	-	-	-	-
2	Christmas Bonus, Special Bonus, Service Awards	4	.13	.93	.74	.47
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	-	-	-	-	-
4	Separation or Termination Pay Allowance	-	-	-	-	-
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	3	.42	1.86	.58	.54
6	Other -	2	-	-	-	-
7	Section F - Combined	6	.13	2.79	.90	.61
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1	Pension Plan Deductions	3	2.70	3.05	2.72	2.96
2	Life Insurance	5	.05	.43	.19	.21
3	Accidental Death and Dismemberment Insurance	3	.03	1.01	.11	.15
4	Weekly Indemnity	4	.13	.25	.16	.16
5	Hospitalization and Special Services Insurance (Non-Government)	5	.09	2.11	.40	.27
6	Medical and Surgical Insurance (M.S.I.)	5	.50	.99	.60	.57
7	Major Medical Insurance	1	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	-	-	-	-	-
10	Section G - Combined	10	.29	4.81	1.58	2.49

(1) Vacation pay is shown in Section E.

NON-OFFICE EMPLOYEES OF ALBERTA FIRMS - 1 9 5 7

F I R M S

TABLE IV.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit				Cents per Payroll Hour of Firms Reporting each Type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
.55	2.19	1.05	1.09	10	0.48	1.14	0.74	0.67	1.12	1.38	1.23	1.24	1
.27	2.44	1.86	1.89	10	0.79	1.37	1.11	0.98	1.33	2.50	1.82	1.81	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
.83	3.82	2.64	2.93	10	1.28	2.52	1.86	1.65	2.57	3.66	3.08	3.05	4
													C
3.25	6.62	6.09	6.12	3	1.21	4.37	2.40	1.78	3.12	7.94	3.62	4.05	1
.17	1.04	.27	.43	5	0.08	0.38	0.22	0.29	0.16	0.99	0.40	0.59	2
.05	1.07	.30	.23	3	0.02	1.83	0.04	0.42	0.04	1.98	0.05	0.54	3
.03	.59	.33	.30	5	0.07	0.43	0.16	0.28	0.10	1.10	0.32	0.56	4
.14	1.07	.42	.39	4	0.10	0.46	0.36	0.24	0.20	0.71	0.47	0.41	5
.59	1.47	.99	.96	4	0.38	1.15	0.57	0.57	0.63	1.52	1.17	1.16	6
-	-	-	-	1	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
-	-	-	-	-	-	-	-	-	-	-	-	-	9
.49	9.32	2.42	5.05	10	0.17	5.64	1.21	1.92	0.35	10.25	2.01	3.55	10
													D
.51	9.52	8.29	6.33	4	4.17	9.21	5.72	5.28	6.50	11.16	9.81	9.96	1
-	-	-	-	-	-	-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	-	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
.51	9.52	8.29	6.33	4	4.17	9.21	5.72	5.28	6.50	11.16	9.81	9.96	8
													E
.87	14.16	5.49	5.20	9	1.45	5.10	3.17	3.43	2.36	10.89	5.76	6.44	1
3.78	9.35	4.69	4.94	8	0.41	3.75	2.30	2.84	0.44	9.66	3.74	5.20	2
.11	1.55	1.05	1.22	4	0.02	0.67	0.29	0.16	0.06	1.21	0.34	0.32	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
-	-	-	-	1	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
3.23	21.94	7.36	9.92	10	2.05	8.94	4.36	5.39	3.19	21.00	6.65	9.97	7
													F
-	-	-	-	-	-	-	-	-	-	-	-	-	1
.37	1.33	1.20	1.05	4	0.18	2.82	0.54	1.56	0.36	7.26	0.87	3.37	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	3	0.23	0.88	0.38	0.62	0.46	1.44	0.46	0.92	4
.81	2.24	1.01	.97	3	0.43	1.08	0.44	0.49	0.54	1.62	1.11	1.00	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
.37	3.36	1.55	1.26	7	0.18	3.25	0.82	1.56	0.36	8.37	1.04	3.02	7
													G
3.25	6.62	6.09	6.12	3	1.21	4.37	2.40	1.78	3.12	7.94	3.62	4.05	1
.25	1.04	.54	.53	6	0.22	1.83	0.37	0.43	0.27	1.98	0.72	0.82	2
.05	1.24	.57	.31	2	-	-	-	-	-	-	-	-	3
.43	.64	.52	.47	5	0.08	0.43	0.32	0.34	0.10	1.10	0.60	0.68	4
.27	2.54	.84	.61	5	0.20	1.98	0.46	0.42	0.40	2.99	0.71	0.82	5
.87	1.47	1.35	1.39	5	0.49	1.17	0.74	0.80	0.99	2.17	1.26	1.63	6
-	-	-	-	2	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
-	-	-	-	1	-	-	-	-	-	-	-	-	9
1.15	10.16	2.70	5.50	10	1.03	5.64	2.00	2.43	1.25	10.25	3.22	4.50	10

TABLE V. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND NON-OFFICE - 16 RETAIL

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE):(1)					
1	Unemployment Insurance	16	.23	1.13	.51	.60
2	Workmen's Compensation	14	.30	1.57	.41	.70
3	Other -	-	-	-	-	-
4	Section B - Combined	16	.46	2.64	.96	1.28
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):					
1	Pension Plan Payments	3	.24	3.43	.76	2.98
2	Life Insurance	7	.13	1.56	.79	.59
3	Accidental death or dismemberment Insurance	-	-	-	-	-
4	Weekly Indemnity	2	-	-	-	-
5	Hospitalization and Special Service Insurance (Non-Government)	3	.10	1.08	.43	.16
6	Medical Insurance (M.S.I.) Etc.	4	.26	.73	.34	.33
7	Major Medical	-	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	-	-	-	-	-
10	Section C - Combined	11	.61	4.21	1.08	2.38
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS.					
1	Paid Rest Periods (Coffee Breaks)	6	1.28	6.64	3.78	3.77
2	Paid Lunch Periods	-	-	-	-	-
3	Wash-up Time	-	-	-	-	-
4	Travel Time	-	-	-	-	-
5	Clothes Change Time	-	-	-	-	-
6	Get Ready Time	-	-	-	-	-
7	Other -	-	-	-	-	-
8	Section D - Combined	6	1.28	6.64	3.78	3.77
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1	Paid Vacations (Annual)	16	.86	4.95	2.66	3.12
2	Payment for Holidays Not Worked (Statutory)	13	.66	3.47	2.23	2.49
3	Paid Sick Leave	9	.14	1.18	.33	.56
4	Jury, Witness and Voting (Pay Allowance)	3	.03	.13	.03	.04
5	Payments for Time Loss due to Death or Personal Reasons	4	.09	.18	.11	.14
6	Other -	-	-	-	-	-
7	Section E - Combined	16	1.55	7.61	4.84	6.13
F.	MISCELLANEOUS PAYMENTS:					
1	Profit Sharing Payments	1	-	-	-	-
2	Christmas Bonus, Special Bonus, Service Awards	8	.07	1.07	.41	.90
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	-	-	-	-	-
4	Separation or Termination Pay Allowance	3	.21	.67	.29	.64
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	2	-	-	-	-
6	Other -	-	-	-	-	-
7	Section F - Combined	12	.07	6.66	.57	.91
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1	Pension Plan Deductions	4	.28	2.50	1.78	2.27
2	Life Insurance	6	.28	.99	.43	.43
3	Accidental Death and Dismemberment Insurance	-	-	-	-	-
4	Weekly Indemnity	2	-	-	-	-
5	Hospitalization and Special Services Insurance (Non-Government)	5	.22	.80	.42	.27
6	Medical and Surgical Insurance (M.S.I.)	7	.32	1.33	.65	.65
7	Major Medical Insurance	-	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	1	-	-	-	-
10	Section G - Combined	15	.26	4.26	1.05	2.04

(1) Vacation pay is shown in Section E.

OFFICE EMPLOYEES OF ALBERTA FIRMS - 1957

FIRMS

TABLE V.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit				Cents per Payroll Hour of Firms Reporting each Type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
.11	1.44	.89	.89	17	0.24	1.50	0.91	0.94	0.30	1.14	1.27	1.27	1
.03	2.10	.85	1.07	16	0.24	2.42	0.61	1.00	0.29	4.09	0.93	1.44	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
.14	3.35	1.55	1.89	17	0.48	3.45	1.52	1.71	0.59	5.41	2.11	2.30	4
													C
1.19	6.25	3.08	5.72	4	0.09	4.58	1.23	3.89	0.10	7.28	2.00	6.16	1
.29	4.53	1.43	1.17	9	0.03	1.80	0.55	0.62	0.04	1.70	1.04	0.92	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
.23	1.23	.67	.33	4	0.12	0.65	0.24	0.27	0.22	1.31	0.30	0.44	5
.60	1.18	.96	.73	6	0.31	0.90	0.54	0.44	0.49	1.33	0.70	0.67	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
-	-	-	-	-	-	-	-	-	-	-	-	-	9
.13	7.68	2.48	3.84	15	0.12	5.26	1.19	2.81	0.09	8.37	1.57	4.05	10
													D
2.58	5.95	4.21	5.40	7	1.51	6.25	3.55	2.86	2.74	9.43	4.40	3.91	1
-	-	-	-	1	-	-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	-	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
2.58	5.95	4.21	5.40	8	1.06	6.25	3.05	2.66	2.14	9.43	3.08	3.77	8
													E
.64	10.58	4.62	4.83	17	2.15	15.45	3.55	3.54	2.50	14.61	5.29	4.78	1
.62	7.28	3.62	4.69	13	0.30	7.84	2.84	2.80	0.23	7.41	4.69	3.63	2
.25	1.85	.66	1.14	9	0.03	4.37	0.47	0.62	0.06	5.27	0.59	0.78	3
.06	.20	.07	.10	5	0.02	0.17	0.13	0.06	0.04	0.28	0.16	0.10	4
.14	.34	.27	.29	3	0.12	0.35	0.12	0.20	0.15	0.42	0.15	0.24	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
.64	16.64	8.97	9.51	17	3.55	23.29	6.39	5.44	2.86	22.02	9.53	7.35	7
													F
-	-	-	-	-	-	-	-	-	-	-	-		1
.18	2.70	.62	1.84	6	0.32	1.98	0.61	0.62	0.40	3.22	1.08	0.87	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
.25	1.22	.43	1.15	4	0.34	0.66	0.39	0.59	0.26	1.05	0.49	0.83	4
-	-	-	-	3	0.35	4.64	0.55	1.23	0.44	5.60	0.63	0.36	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
.18	14.23	.95	1.73	12	.0.32	6.23	0.65	2.42	0.26	6.99	1.08	3.20	7
													G
1.97	4.55	3.47	4.32	5	0.19	3.49	2.27	2.77	0.23	5.56	2.93	3.80	1
.64	1.55	.90	.83	6	0.13	0.56	0.34	0.38	0.22	0.65	0.57	0.59	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
.11	.82	.66	.46	5	0.22	0.63	0.26	0.36	0.27	1.28	0.37	0.51	5
.78	3.86	1.30	1.40	8	0.40	2.16	0.79	0.95	0.49	2.28	1.28	1.32	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	-	-	-	-	-	-	8
-	-	-	-	2	-	-	-	-	-	-	-	-	9
.11	6.67	2.49	3.11	10	0.63	5.15	1.42	2.83	0.76	6.38	2.06	3.81	10

TABLE VI. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND 11 CONSTRUC- OFFICE -

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE): (1)					
1	Unemployment Insurance	11	.22	.79	.39	.42
2	Workmen's Compensation	10	1.41	2.93	2.54	2.64
3	Other -	1	-	-	-	-
4	Section B - Combined	11	.53	3.51	2.84	3.01
C	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):					
1	Pension Plan Payments	5	.71	3.05	2.03	2.20
2	Life Insurance	3	.08	1.28	.34	.34
3	Accidental Death or Dismemberment Insurance	3	.01	.08	.06	.05
4	Weekly Indemnity	3	.07	.58	.29	.34
5	Hospitalization and Special Service Insurance (Non-Government)	3	.50	.65	.58	.55
6	Medical Insurance (M.S.I.) Etc.	3	.45	.81	.73	.66
7	Major Medical	-	-	-	-	-
8	Comprehensive Expense Insurance	1	-	-	-	-
9	Other -	1	-	-	-	-
10	Section C - Combined	8	.45	5.72	1.42	2.71
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS.					
1	Paid Rest Periods (Coffee Breaks)	6	.49	6.67	3.81	3.35
2	Paid Lunch Periods	-	-	-	-	-
3	Wash-up Time	-	-	-	-	-
4	Travel Time	1	-	-	-	-
5	Clothes Change Time	-	-	-	-	-
6	Get Ready Time	-	-	-	-	-
7	Other -	1	-	-	-	-
8	Section D - Combined	7	.49	6.67	3.48	3.41
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1	Paid Vacations (Annual)	10	2.68	12.49	4.31	6.78
2	Payment for Holidays Not Worked (Statutory)	6	2.24	3.83	3.47	3.23
3	Paid Sick Leave	3	.48	1.53	.92	.95
4	Jury, Witness and Voting (Pay Allowance)	2	-	-	-	-
5	Payments for Time Loss due to Death or Personal Reasons	2	-	-	-	-
6	Other -	-	-	-	-	-
7	Section E - Combined	10	4.00	15.30	6.79	9.76
F.	MISCELLANEOUS PAYMENTS:					
1	Profit Sharing Payments	2	-	-	-	-
2	Christmas Bonus, Special Bonus, Service Awards	7	.20	20.89	7.16	6.40
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	-	-	-	-	-
4	Separation or Termination Pay Allowance	-	-	-	-	-
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	-	-	-	-	-
6	Other -	-	-	-	-	-
7	Section F - Combined	7	.43	20.89	9.37	7.79
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1	Pension Plan Deductions	5	.71	3.08	2.30	2.39
2	Life Insurance	2	.08	1.28	.34	.34
3	Accidental Death and Dismemberment Insurance	3	.01	.08	.06	.05
4	Weekly Indemnity	3	.07	.58	.29	.34
5	Hospitalization and Special Services Insurance (Non-Government)	6	.28	.67	.54	.51
6	Medical and Surgical Insurance (M.S.I.)	6	.40	1.61	.74	1.04
7	Major Medical Insurance	-	-	-	-	-
8	Comprehensive Expense Insurance	1	-	-	-	-
9	Other -	1	-	-	-	-
10	Section G - Combined	9	.45	6.18	1.48	3.23

* Less than 0.005

(1) Vacation pay is shown in Section E.

NON-OFFICE EMPLOYEES OF ALBERTA FIRMS - 1 9 5 7

T I O N F I R M S

TABLE VI.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit				Cents per Payroll Hour of Firms Reporting each Type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
.12	1.56	.86	.32	11	0.17	1.06	0.70	0.79	0.74	2.32	1.42	1.52	1
.92	11.17	4.46	2.12	10	1.13	3.20	2.75	2.60	1.99	7.77	5.00	4.91	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
1.04	12.73	5.12	2.43	11	0.17	3.97	3.46	3.29	0.74	9.56	6.24	6.35	4
													C
1.92	6.85	4.24	4.51	6	0.06	3.42	0.67	0.59	0.12	8.31	1.49	1.25	1
.18	2.87	.64	.70	3	0.01	0.44	0.09	0.06	0.01	0.80	0.19	0.12	2
.03	.16	.12	.10	3	*	0.08	0.05	0.01	*	0.15	0.01	0.02	3
.15	1.10	.66	.71	3	0.01	0.74	0.20	0.10	0.01	1.35	0.44	0.20	4
.95	1.47	.30	1.13	3	0.05	0.64	0.44	0.15	0.10	1.17	0.98	0.30	5
1.01	1.53	1.45	1.34	3	0.03	1.03	0.07	0.13	0.07	1.89	0.12	0.26	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	1	-	-	-	-	-	-	-	-	8
-	-	-	-	2	-	-	-	-	-	-	-	-	9
1.36	12.83	3.68	6.65	8	0.06	6.35	0.64	0.88	0.12	13.04	1.53	1.85	10
													D
.93	14.85	7.82	6.95	4	0.11	5.21	1.13	2.60	0.20	13.58	6.68	5.65	1
-	-	-	-	-	-	-	-	-	-	-	-	-	2
-	-	-	-	1	-	-	-	-	-	-	-	-	3
-	-	-	-	2	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
-	-	-	-	1	-	-	-	-	-	-	-	-	7
.93	15.63	9.00	7.51	5	0.54	5.21	2.07	2.36	0.95	13.58	3.79	5.35	8
													E
2.28	14.20	7.84	3.94	11	1.92	4.28	3.51	3.22	3.84	9.47	7.45	6.22	1
1.21	8.26	5.28	2.25	5	0.14	3.45	0.43	0.54	0.25	6.31	0.67	1.01	2
.90	3.41	1.82	1.92	1	-	-	-	-	-	-	-	-	3
-	-	-	-	3	0.06	0.13	0.09	0.10	0.10	0.26	0.19	0.20	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	-	-	-	-	-	-	6
3.49	26.20	12.40	6.50	11	1.92	7.72	3.51	3.54	4.05	14.54	7.68	6.85	7
													F
-	-	-	-	2	-	-	-	-	-	-	-	-	1
.40	46.88	14.60	5.18	6	0.21	3.35	0.74	1.08	.37	4.75	1.21	1.57	2
-	-	-	-	-	-	-	-	-	-	-	-	-	3
-	-	-	-	-	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	-	-	-	5
-	-	-	-	1	-	-	-	-	-	-	-	-	6
.81	48.93	15.09	6.47	6	0.47	29.13	1.55	4.66	1.21	4.75	2.17	2.46	7
													G
1.92	6.85	5.13	4.91	6	0.06	2.91	0.74	0.59	0.12	8.31	1.64	1.23	1
.18	2.87	.64	.70	3	0.01	0.44	0.09	0.06	0.01	0.80	0.19	0.12	2
.03	.16	.12	.10	3	*	0.08	0.01	0.01	*	0.15	0.01	0.02	3
.15	1.10	.66	.70	3	0.01	0.74	0.20	0.10	0.01	1.35	0.44	0.20	4
.45	1.47	1.12	1.07	6	0.05	0.64	0.20	0.15	0.10	1.17	0.37	0.31	5
.96	3.07	1.34	2.09	6	0.07	2.07	0.17	0.28	0.12	3.79	0.34	0.54	6
-	-	-	-	-	-	-	-	-	-	-	-	-	7
-	-	-	-	1	-	-	-	-	-	-	-	-	8
-	-	-	-	2	-	-	-	-	-	-	-	-	9
1.36	12.83	3.82	7.74	9	0.18	6.87	0.63	0.90	0.32	12.58	1.62	1.84	10

TABLE VII. BREAKDOWN OF FRINGE BENEFIT PAYMENTS TO OFFICE AND SUMMARY OF 151 OFFICE -

	TYPE OF BENEFIT	Number Of Firms Reporting By Type Of Benefit	Percent of Gross Payroll of Firms Reporting each Type of Benefit: Range Low Firm %	Range High Firm %	Average Median %	Average Mean %
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE):(1)					
1	Unemployment Insurance	143	.03	1.72	.48	.48
2	Workmen's Compensation	133	.02	3.68	.75	1.10
3	Other -	1	-	-	-	-
4	Section B - Combined	146	.13	3.84	1.27	1.53
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):					
1	Pension Plan Payments	87	.24	12.39	3.05	4.54
2	Life Insurance	68	.03	2.53	.33	.35
3	Accidental Death or Dismemberment Insurance	22	*	.88	.05	.32
4	Weekly Indemnity	20	.01	1.16	.13	.14
5	Hospitalization and Special Service Insurance (Non-Government)	44	.03	1.63	.28	.28
6	Medical Insurance (M.S.I.) Etc.	44	.08	1.01	.54	.41
7	Major Medical	5	.04	.23	.12	.18
8	Comprehensive Expense Insurance	5	.17	.67	.48	.26
9	Other -	14	.05	3.97	.32	2.33
10	Section C - Combined	133	.08	16.55	2.96	5.69
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS.					
1	Paid Rest Periods (Coffee Breaks)	69	.12	8.87	3.55	3.83
2	Paid Lunch Periods	5	.12	10.59	2.77	3.21
3	Wash-up Time	-	-	-	-	-
4	Travel Time	2	-	-	-	-
5	Clothes Change Time	-	-	-	-	-
6	Get Ready Time	2	-	-	-	-
7	Other -	2	-	-	-	-
8	Section D - Combined	71	.04	13.27	3.75	4.07
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS.					
1	Paid Vacations (Annual)	145	.48	33.33	3.99	4.47
2	Payment for Holidays Not Worked (Statutory)	102	.37	6.44	2.83	2.67
3	Paid Sick Leave	77	.04	3.26	.79	1.04
4	Jury, Witness and Voting (Pay Allowance)	26	.01	.35	.08	.09
5	Payments for Time Loss due to Death or Personal Reasons	34	.01	4.42	.10	.07
6	Other -	5	.04	8.40	.13	.25
7	Section E - Combined	147	.13	33.33	6.92	5.82
F.	MISCELLANEOUS PAYMENTS:					
1	Profit Sharing Payments	13	.85	32.53	9.17	5.89
2	Christmas Bonus, Special Bonus, Service Awards	79	.01	75.12	.93	1.67
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	2	-	-	-	-
4	Separation or Termination Pay Allowance	35	.01	1.13	.23	.26
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	22	.01	4.84	.32	.66
6	Other -	9	.01	57.86	.51	1.24
7	Section F - Combined	108	.01	75.53	1.13	1.64
G.	EMPLOYEE PAYROLL DEDUCTIONS:					
1	Pension Plan Deductions	92	.26	14.60	2.72	3.80
2	Life Insurance	68	.01	3.19	.39	.55
3	Accidental Death and Dismemberment Insurance	21	.01	1.01	.06	.08
4	Weekly Indemnity	19	.05	.58	.20	.25
5	Hospitalization and Special Services Insurance (Non-Government)	69	.02	2.45	.37	.64
6	Medical and Surgical Insurance (M.S.I.)	65	.07	2.11	.67	.93
7	Major Medical Insurance	7	.09	.53	.17	.35
8	Comprehensive Expense Insurance	-	-	-	-	-
9	Other -	14	.05	3.47	.41	1.34
10	Section G - Combined.....	143	.20	14.60	3.13	5.00

* Less than 0.005

(1) Vacation pay is shown in Section E.

NON-OFFICE EMPLOYEES OF ALBERTA FIRMS 1 9 5 7

F I R M S (ALL TYPES)

TABLE VII.

EMPLOYEES				NON-OFFICE EMPLOYEES									
Cents per Payroll Hour of Firms Reporting each Type of Benefit				Number Of Firms Reporting By Type Of Benefit	% of Gross Payroll of Firms Reporting each Type of Benefit				Cents per Payroll Hour of Firms Reporting each Type of Benefit				
Range		Average			Range		Average		Range		Average		
Low Firm ¢	High Firm ¢	Median ¢	Mean ¢		Low Firm %	High Firm %	Median %	Mean %	Low Firm ¢	High Firm ¢	Median ¢	Mean ¢	
													B
.11	2.80	1.07	1.02	143	0.13	2.39	0.78	0.71	0.23	3.31	1.30	1.30	1
.01	11.17	1.52	2.16	140	0.24	3.28	0.96	1.43	0.29	10.73	1.55	2.55	2
-	-	-	-	1	-	-	-	-	-	-	-	-	3
.14	15.97	2.47	3.07	147	0.17	4.16	1.76	2.09	0.36	13.40	2.95	3.71	4
													C
1.05	33.84	6.20	9.45	84	0.06	11.56	2.03	3.30	0.10	19.67	3.65	6.12	1
.10	6.43	.86	.82	68	0.01	1.80	0.33	0.34	0.01	2.19	0.57	0.60	2
.01	1.64	.16	.76	22	*	1.83	0.06	0.18	*	1.98	0.12	0.33	3
.03	3.40	.33	.31	22	0.01	1.00	0.18	0.20	0.01	1.67	0.32	0.37	4
.05	4.41	.78	.54	50	0.05	6.69	0.35	0.32	0.10	11.93	0.55	0.43	5
.14	2.43	1.24	.92	46	0.03	2.21	0.65	0.46	0.07	3.50	1.21	0.85	6
.16	.52	.22	.38	5	0.08	0.27	0.13	0.15	0.13	0.53	0.22	0.29	7
.44	1.36	.78	.59	3	0.17	0.82	0.24	0.28	0.32	3.50	0.66	0.64	8
.15	10.45	.44	6.49	16	0.03	3.82	0.31	1.54	0.07	9.23	0.72	1.01	9
.13	35.74	5.70	11.89	136	0.06	14.28	1.86	4.01	0.09	31.55	3.33	5.99	10
													D
.20	35.52	7.44	6.72	72	0.11	12.68	3.93	3.86	0.14	18.96	5.67	6.56	1
.16	14.04	2.34	3.25	13	0.01	9.33	0.55	1.29	0.05	9.03	0.76	2.34	2
-	-	-	-	10	0.04	1.95	1.00	1.00	0.15	4.09	1.77	2.13	3
-	-	-	-	8	0.06	2.98	0.40	0.58	0.12	0.84	0.57	0.56	4
-	-	-	-	2	-	-	-	-	-	-	-	-	5
-	-	-	-	3	0.41	2.84	0.56	1.43	0.51	3.90	0.64	2.10	6
-	-	-	-	4	0.45	2.90	1.30	1.23	0.71	5.01	2.69	2.25	7
.10	35.52	7.62	7.19	79	0.05	12.68	4.15	4.26	0.12	20.52	5.87	7.47	8
													E
.31	23.74	8.20	8.63	140	0.58	25.98	3.52	3.73	0.95	53.07	5.87	6.74	1
.19	16.96	5.77	5.49	117	0.04	7.84	2.68	2.36	0.15	11.12	4.28	4.24	2
.08	6.06	1.53	2.33	59	0.02	4.37	0.58	0.94	0.03	5.27	0.99	1.73	3
.01	.59	.18	.22	38	*	0.32	0.09	0.08	*	0.77	0.18	0.15	4
.01	11.99	.26	.19	29	0.01	0.56	0.08	0.05	0.01	0.98	0.13	0.10	5
.09	20.73	.20	.64	10	*	8.52	0.33	0.48	0.01	9.88	0.34	0.32	6
.28	41.47	14.56	15.14	142	0.56	25.98	6.02	6.43	0.51	53.07	9.68	11.81	7
													F
1.75	78.26	20.08	7.76	8	0.87	4.16	1.66	1.63	2.01	5.02	3.01	2.79	1
.02	46.88	1.66	2.22	70	*	6.88	0.52	0.55	0.01	8.89	0.74	1.05	2
-	-	-	-	19	0.01	0.21	0.04	0.04	0.01	0.38	0.08	0.08	3
.02	6.79	.44	.63	32	*	2.32	0.31	0.34	0.02	2.00	0.49	0.55	4
.03	6.64	.66	1.24	27	0.02	4.84	0.41	0.72	0.04	6.64	0.54	1.17	5
.03	32.02	.51	2.53	16	0.04	2.12	0.55	0.78	0.06	16.09	1.13	1.52	6
.03	81.17	2.21	2.54	103		29.13	0.74	0.91	0.01	9.03	1.09	1.62	7
													G
.32	26.28	5.93	7.82	84	0.06	8.00	2.04	2.94	0.12	14.10	3.49	5.45	1
.02	4.37	.82	1.14	70	0.01	3.19	0.33	0.46	0.01	4.37	0.56	0.84	[illegible]
.03	1.24	.16	.17	21	*	0.60	0.08	0.08	*	1.23	0.14	0.14	3
.09	1.32	.58	.57	24	0.01	0.74	0.30	0.32	0.01	1.35	0.52	0.57	4
.05	4.22	.80	1.15	67	0.05	2.10	0.39	0.66	0.10	2.99	0.81	1.12	5
.14	3.86	1.43	1.96	65	0.07	2.16	0.74	0.99	0.11	3.79	1.26	1.71	6
.15	1.20	.36	.72	7	0.07	0.73	0.21	0.38	0.11	1.19	0.40	0.69	7
-	-	-	-	1	-	-	-	-	-	-	-	-	8
.12	8.91	.94	3.57	18	0.02	4.08	0.44	0.92	0.03	10.36	0.86	1.60	9
.11	28.27	5.77	10.23	140	0.18	10.66	2.19	4.04	0.31	20.71	3.82	7.25	10

TOTAL FRINGE BENEFIT COSTS AND EMPLOYEE
AND NON-OFFICE EMPLOYEES, 151 FIRMS,

TABLE VIII.

NON-OFFICE

	TYPE OF BENEFIT	63 Manufacturing Firms	26 Oil Firms	12 Wholesale Firms	10 Automotive Firms	17 Retail Firms	11 Construction Firms
		$	$	$	$	$	$
B.	LEGALLY REQUIRED PAYMENTS (EMPLOYER'S SHARE):(1)						
1	Unemployment Insurance	230,586	81,319	8,719	19,434	34,330	49,531
2	Workmen's Compensation	288,122	289,068	9,104	28,421	28,029	157,200
3	Other -	-	-	-	-	-	-
4	Section B - Combined	518,708	370,387	17,823	47,855	62,359	207,000
C.	VOLUNTARY OR AGREED-UPON PAYMENTS (EMPLOYER'S SHARE):						
1	Pension Plan Payments	438,799	605,716	26,261	21,134	54,851	19,657
2	Life Insurance	64,634	31,163	2,436	6,169	12,372	1,296
3	Accidental Death or Dismemberment Insurance	5,627	26,741	-	1,675	-	229
4	Weekly Indemnity	19,812	-	-	5,920	-	2,210
5	Hospitalization & Special Service Insurance (Non-Govt.)	43,126	8,605	1,343	2,979	1,435	3,362
6	Medical Insurance (M.S.I.) Etc.	87,275	5,770	-	11,239	2,591	3,164
7	Major Medical	6,980	-	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-	-
9	Other -	21,960	187,572	-	-	-	1,377
10	Section C - Combined	786,858	971,452	38,201	55,762	77,724	36,361
D.	OTHER PAYMENTS AGREED UPON: DOLLAR EQUIVALENTS:						
1	Paid Rest Periods (Coffee Breaks)	667,411	167,140	20,594	81,692	26,801	32,110
2	Paid Lunch Periods	108,693	-	-	-	-	-
3	Wash-up Time	39,144	-	-	-	-	-
4	Travel Time	2,638	-	-	-	-	2,520
5	Clothes Change Time	-	-	-	-	-	-
6	Get Ready Time	-	-	-	-	-	-
7	Other -	17,838	-	-	-	-	-
8	Section D - Combined	840,092	187,770	27,844	81,692	28,050	40,583
E.	PAYMENTS FOR TIME NOT WORKED: DOLLAR EQUIVALENTS:						
1	Paid Vacations (Annual)	878,974	715,645	40,490	92,266	129,347	202,785
2	Payment for Holidays Not Worked (Statutory)	600,390	234,516	20,090	60,319	63,603	19,354
3	Paid Sick Leave	47,579	92,174	6,778	2,237	5,227	-
4	Jury, Witness and Voting (Pay Allowance)	13,424	1,781	301	-	403	868
5	Payments for Time Loss due to Death or Personal Reasons	2,714	2,789	826	-	335	-
6	Other -	33,339	23,276	-	-	-	-
7	Section E - Combined	1,576,420	1,070,181	68,485	156,508	198,915	223,407
F.	MISCELLANEOUS PAYMENTS:						
1	Profit Sharing Payments	32,744	-	-	-	-	-
2	Christmas Bonus, Special Bonus, Service Awards	91,226	29,901	1,545	27,959	3,452	12,862
3	Payments to Union Stewards for Time Settling Grievances: Dollar Equivalents	7,871	3,006	-	-	-	-
4	Separation or Termination Pay Allowance	18,822	8,090	-	3,960	8,973	-
5	Discount on Goods and Services Purchased from Company: Dollar Equivalents	17,859	-	1,466	6,149	3,980	-
6	Other -	45,065	52,467	-	-	-	-
7	Section F - Combined	213,587	104,912	8,492	38,068	69,696	18,862
G.	EMPLOYEE PAYROLL DEDUCTIONS:						
1	Pension Plan Deductions	384,713	539,651	20,420	21,134	62,814	19,380
2	Life Insurance	40,071	77,710	1,781	9,274	7,017	1,296
3	Accidental Death and Dismemberment Insurance	8,170	771	-	-	-	229
4	Weekly Indemnity	22,668	-	-	7,187	-	2,210
5	Hospitalization & Special Services Insurance (Non-Govt.)	51,009	6,765	2,982	8,936	2,280	5,263
6	Medican and Surgical Insurance (M.S.I.)	95,977	4,280	1,189	16,474	7,660	11,434
7	Major Medical Insurance	10,395	-	-	-	-	-
8	Comprehensive Expense Insurance	-	-	-	-	-	-
9	Other -	19,417	46,037	-	-	-	-
10	Section G - Combined	747,267	802,471	34,011	70,665	102,333	45,477

(1) Vacation pay is shown in Section E.

* Less than 0.005%

PAYROLL DEDUCTIONS IN DOLLARS, OFFICE
BY TYPE OF FIRM, - ALBERTA, 1957.

TABLE VIII.

EMPLOYEES		OFFICE EMPLOYEES								
Summary Of 151 Firms	Total Fringe Benefit Payments as Percent of Total Gross Payroll 151 Firms	60 Manufacturing Firms	25 Oil Firms	14 Wholesale Firms	10 Automotive Firms	16 Retail Firms	11 Construction Firms	Summary Of 151 Firms	Total Fringe Benefit Payments as Percent of Total Gross Payroll 151 Firms	
$	%	$	$	$	$	$	$	$	%	
										B
508,580	0.69	38,230	62,958	15,125	5,050	9,153	3,709	168,647	0.44	1
1,024,837	1.38	74,774	215,427	12,192	8,540	10,375	23,125	347,972	0.92	2
-	-	-	-	-	-	-	-	-	-	3
1,533,417	2.07	111,778	278,385	27,317	13,590	19,528	26,863	516,648	1.36	4
										C
1,825,130	2.46	189,860	810,401	72,096	14,704	21,574	9,583	1,309,787	3.45	1
152,258	0.20	31,730	32,088	3,397	947	6,515	1,141	87,190	0.23	2
37,600	0.05	379	40,556	-	215	-	161	42,143	0.11	3
42,698	0.06	3,012	-	-	478	-	1,147	8,903	0.02	4
82,962	0.11	7,003	9,001	4,750	648	604	1,851	29,659	0.08	5
137,783	0.19	21,874	11,025	-	1,556	1,404	2,254	45,763	0.12	6
7,482	0.01	4,203	-	-	-	-	-	4,370	0.01	7
4,241	*	-	-	-	-	-	-	1,978	0.01	8
212,538	0.29	2,486	283,360	3,357	-	-	-	288,512	0.76	9
2,726,413	3.68	313,851	1,298,717	100,854	23,468	34,429	16,995	2,002,500	5.27	10
										D
1,112,354	1.50	179,711	171,634	31,418	9,079	47,188	15,158	600,852	1.58	1
121,731	0.16	-	-	-	-	-	-	49,615	0.13	2
60,872	0.08	-	-	-	-	-	-	-	-	3
12,510	0.02	-	-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	-	-	-	5
18,520	0.03	-	-	-	-	-	-	-	-	6
22,591	0.03	-	-	-	-	-	-	-	-	7
1,349,846	1.82	180,359	197,169	31,418	9,079	47,188	16,958	651,173	1.71	8
										E
2,666,075	3.60	370,796	678,705	78,933	24,177	47,596	58,145	1,501,694	3.95	1
1,409,176	1.90	225,672	323,984	44,881	17,434	36,262	18,869	817,306	2.15	2
364,131	0.49	57,595	139,070	23,778	3,612	7,678	3,248	299,338	0.79	3
19,134	0.03	2,411	3,379	-	-	143	-	7,332	0.02	4
9,290	0.01	852	3,518	2,248	-	1,796	-	14,117	0.04	5
56,615	0.08	-	6,105	-	-	-	-	20,375	0.05	6
4,602,549	6.22	671,596	1,154,761	150,564	46,061	93,475	83,776	2,660,162	7.00	7
										F
61,771	0.08	40,090	17,684	-	-	-	-	71,049	0.19	1
176,327	0.24	68,350	25,215	4,945	-	6,314	-	198,592	0.52	2
11,277	0.01	-	-	-	3,030	-	-	-	0.01	3
49,708	0.07	3,120	8,590	4,527	-	4,194	-	32,413	0.08	4
60,792	0.08	4,208	-	1,568	-	-	-	12,711	0.03	5
98,852	0.13	18,257	33,910	-	1,114	-	-	52,167	0.14	6
503,908	0.68	134,097	89,324	11,040	4,694	12,823	53,184	369,962	0.97	7
										G
1,678,713	2.27	197,130	627,182	40,310	14,704	17,014	10,428	1,117,114	2.94	1
212,614	0.29	23,553	86,909	2,386	1,181	4,557	1,141	142,071	0.37	2
14,414	0.02	526	1,865	-	283	-	161	4,413	0.01	3
34,543	0.05	3,926	-	-	762	-	1,147	7,430	0.02	4
224,874	0.30	12,632	7,483	7,783	1,295	1,118	2,424	77,262	0.20	5
353,709	0.48	27,318	10,596	2,116	2,424	3,346	4,885	122,866	0.32	6
12,613	0.02	9,051	-	-	-	-	-	10,189	0.03	7
-	-	-	-	-	-	-	-	-	-	8
104,793	0.14	-	78,963	-	-	-	-	88,460	0.23	9
2,906,741	3.93	308,834	956,150	75,116	25,531	30,905	21,044	1,776,460	4.67	10

BREAKDOWN OF GROSS PAYROLL, BY TYPE OF FIRM

OFFICE

TABLE IX.

	Gross Payment $	No. Of Firms Reporting	Percent of Total Gross Payroll Range Low Firm %		High Firm %
A. MANUFACTURING FIRMS:					
1. Straight Time Pay	10,011,109	60	51.41	-	100.00
2. Overtime Premium Pay	129,484	21	.04		8.09
3. Holiday Premium Pay	29,266	10	.43		4.05
4. Shift Differential	3,243	3	.04		.47
5. Earned Incentive or Production Bonus	104,808	11	.21		48.59
6. Other	19,222	8	.17		19.62
7. Total Gross Payroll	10,297,132	60		100.00	
B. OIL FIRMS:					
1. Straight Time Pay	17,734,622	25	97.19	-	100.00
2. Overtime Premium Pay	134,531	16	.03		1.42
3. Holiday Premium Pay	17,734	5	.01		.55
4. Shift Differential	4,620	3	.04		.17
5. Earned Incentive or Production Bonus	-	-	-		-
6. Other	-	2	-		-
7. Total Gross Payroll	17,963,852	25		100.00	
C. WHOLESALE FIRMS:					
1. Straight Time Pay	2,058,484	14	89.24	-	100.00
2. Overtime Premium Pay	11,162	10	.12		1.56
3. Holiday Premium Pay	-	1	-		-
4. Shift Differential	-	-	-		-
5. Earned Incentive or Production Bonus	20,708	3	.02		17.02
6. Other	-	2	-		-
7. Total Gross Payroll	2,110,695	14		100.00	
D. AUTOMOTIVE FIRMS:					
1. Straight Time Pay	957,438	10	55.96	-	100.00
2. Overtime Premium Pay	4,114	5	.13		5.71
3. Holiday Premium Pay	10,537	3	1.60		4.00
4. Shift Differential	-	-	-		-
5. Earned Incentive or Production Bonus	37,228	3	.88		27.40
6. Other	-	1	-		-
7. Total Gross Payroll	1,023,397	10		100.00	
E. RETAIL FIRMS:					
1. Straight Time Pay	1,392,708	16	61.23	-	100.00
2. Overtime Premium Pay	7,728	8	.01		9.17
3. Holiday Premium Pay	2,528	5	.17		2.55
4. Shift Differential	-	-	-		-
5. Earned Incentive or Production Bonus	-	2	-		-
6. Other	73,982	3	1.63		33.34
7. Total Gross Payroll	1,524,129	16		100.00	
F. CONSTRUCTION FIRMS:					
1. Straight Time Pay	886,209	11	96.08	-	100.00
2. Overtime Premium Pay	-	2	-		-
3. Holiday Premium Pay	-	-	-		-
4. Shift Differential	-	-	-		-
5. Earned Incentive or Production Bonus	-	1	-		-
6. Other	-	-	-		-
7. Total Gross Payroll	892,456	11		100.00	
G. SUMMARY - ALL FIRMS:					
1. Straight Time Pay	37,200,813	151	51.41	-	100.00
2. Overtime Premium Pay	314,305	69	.01		9.17
3. Holiday Premium Pay	63,112	27	.01		4.51
4. Shift Differential	7,953	7	.04		.47
5. Earned Incentive or Production Bonus	188,773	22	.02		48.59
6. Other	205,197	18	.17		33.34
7. Total Gross Payroll	37,967,019	151		100.00	

AND SUMMARY - 151 FIRMS - ALBERTA, 1 9 5 7

E M P L O Y E E S

TABLE IX.

Average Median %		Average Mean %	Cents Per Payroll Hour Range Low Firm ¢		High Firm ¢	Average Median ¢		Mean ¢	
									A
99.56	-	97.22	48.42	-	561.66	225.31	-	213.22	1
.93		1.67	0.08		15.77	2.22		3.61	2
2.52		2.03	1.25		9.62	6.36		4.05	3
.09		.13	0.11		1.20	.20		.32	4
4.31		7.64	.62		93.46	6.80		14.52	5
1.85		2.36	.40		32.51	4.39		6.63	6
-		-	55.34		572.08	233.51		218.40	7
									B
99.71	-	98.72	93.71	-	502.79	276.29	-	272.34	1
.49		.86	.09		5.50	1.25		2.43	2
.23		.20	.20		1.71	.62		.61	3
.06		.11	.10		.47	.13		.28	4
-		-	-		-	-		-	5
-		-	-		-	-		-	6
-		-	93.71		502.79	278.60		275.86	7
									C
99.08	-	97.53	121.56	-	241.22	180.84	-	177.88	1
.79		.66	.28		2.82	1.50		1.22	2
-		-	-		-	-		-	3
-		-	-		-	-		-	4
10.03		3.57	.04		38.71	13.74		6.43	5
-		-	-		-	-		-	6
-		-	123.48		241.92	185.39		182.46	7
									D
98.74		93.55	118.64		289.40	165.93		236.92	1
.27		.59	.18		10.32	.53		1.22	2
2.26		2.68	2.84		9.74	6.68		7.03	3
-		-	-		-	-		-	4
15.00		17.27	1.59		135.83	20.97		36.24	5
-		-	-		-	-		-	6
-		-	120.48		296.09	180.74		209.48	7
									E
98.55	-	91.38	41.46	-	238.85	186.58	-	179.49	1
.49		.71	.02		51.63	.95		1.01	2
1.49		1.23	.34		18.99	3.11		2.92	3
-		-	-		-	-		-	4
-		-	-		-	-		-	5
20.39		8.17	2.98		97.05	51.41		16.43	6
-		-	42.95		364.74	202.29		196.76	7
									F
100.00	-	99.30	134.19	-	271.41	198.75	-	201.64	1
-		-	-		-	-		-	2
-		-	-		-	-		-	3
-		-	-		-	-		-	4
-		-	-		-	-		-	5
-		-	-		-	-		-	6
-		-	134.19		271.41	201.16		202.08	7
									G
99.55	-	97.93	41.46	-	561.66	219.49	-	216.18	1
.56		1.04	.02		51.63	1.26		2.31	2
1.68		.56	.20		18.99	3.11		1.50	3
.09		.12	.10		1.20	.18		.29	4
5.14		7.22	.04		141.42	6.92		13.33	5
2.00		2.31	.12		97.05	4.39		5.47	6
-		-	42.18		572.08	212.69		220.63	7

BREAKDOWN OF GROSS PAYROLL, BY TYPE OF FIRM

N O N - O F F I C E

TABLE X.

	Gross Payment $	No. Of Firms Reporting	Percent of Total Gross Payroll Range Low Firms %		High Firms %
A. MANUFACTURING FIRMS:					
1. Straight Time Pay	26,874,862	63	43.52	-	100.00
2. Overtime Premium Pay	609,632	57	0.09		26.01
3. Holiday Premium Pay	171,247	24	0.05		3.88
4. Shift Differential	207,176	27	0.02		4.06
5. Earned Incentive or Production Bonus	383,195	11	0.20		54.54
6. Other	43,885	6	0.07		6.26
7. Total Gross Payroll	28,290,022	63		100.00	
B. OIL FIRMS:					
1. Straight Time Pay	15,992,636	26	75.54	-	100.00
2. Overtime Premium Pay	469,634	20	0.10		24.46
3. Holiday Premium Pay	76,071	14	0.13		2.88
4. Shift Differential	28,394	7	0.21		1.75
5. Earned Incentive or Production Bonus	-	1	-		-
6. Other	-	1	-		-
7. Total Gross Payroll	16,781,417	26		100.00	
C. WHOLESALE FIRMS:					
1. Straight Time Pay	1,133,077	12	74.56	-	100.00
2. Overtime Premium Pay	24,144	9	0.19		8.35
3. Holiday Premium Pay	-	1	-		-
4. Shift Differential	-	1	-		-
5. Earned Incentive or Production Bonus	42,527	3	8.79		25.44
6. Other	-	-	-		-
7 Total Gross Payroll	1,200,767	12		100.00	
D. AUTOMOTIVE FIRMS:					
1. Straight Time Pay	2,660,541	10	78.81		100.00
2. Overtime Premium Pay	29,855	6	0.16		21.04
3. Holiday Premium Pay	68,091	3	2.95		4.23
4. Shift Differential	-	1	-		-
5. Earned Incentive or Production Bonus	115,574	3	0.69		16.41
6. Other	-	-	-		-
7 Total Gross Payroll	2,906,164	10		100.00	
E. RETAIL FIRMS:					
1. Straight Time Pay	3,451,920	17	84.68	-	100.00
2. Overtime Premium Pay	74,058	12	0.09		14.76
3. Holiday Premium Pay	25,326	5	0.24		2.72
4. Shift Differential	-	-	-		-
5. Earned Incentive or Production Bonus	87,906	3	3.26		7.24
6. Other	-	-	-		-
7. Total Gross Payroll	3,654,796	17		100.00	
F. CONSTRUCTION FIRMS:					
1. Straight Time Pay	5,817,152	11	71.64	-	100.00
2. Overtime Premium Pay	436,766	9	0.26		28.36
3. Holiday Premium Pay	27,252	2	2.25		2.82
4. Shift Differential	-	-	-		-
5. Earned Incentive or Production Bonus	15,850	3	0.25		2.94
6. Other	-	-	-		-
7. Total Gross Payroll	6,297,020	11		100.00	
G. SUMMARY - ALL FIRMS:					
1. Straight Time Pay	69,741,256	150	43.52	-	100.00
2. Overtime Premium Pay	2,664,904	117	0.09		28.36
3. Holiday Premium Pay	426,310	53	0.05		4.23
4. Shift Differential	240,985	38	0.02		4.06
5. Earned Incentive or Production Bonus	648,091	24	0.20		54.51
6. Other	300,720	12	0.07		9.65
7. Total Gross Payroll	74,022,266	150		100.00	

* Less than 0.005

AND SUMMARY - 151 FIRMS - ALBERTA, 1 9 5 7.

E M P L O Y E E S

TABLE X.

Average Median %		Average Mean %	Cents Per Payroll Hour — Range Low Firm ¢		Range High Firm ¢	Average Median ¢		Average Mean ¢	
									A
97.57	-	95.00	83.63	-	392.60	153.64	-	161.19	1
1.59		2.27	0.12		95.49	2.43		3.93	2
1.50		1.18	0.08		6.98	2.32		2.06	3
0.49		1.13	0.03		5.19	0.97		2.13	4
1.53		6.62	0.26		104.80	2.06		11.16	5
1.66		1.05	*		8.89	1.00		1.97	6
-		-	91.94		397.45	161.45		169.68	7
									B
97.65	-	95.30	144.64	-	386.83	210.73	-	214.21	1
2.16		2.86	0.27		51.55	4.58		6.46	2
0.65		0.62	0.38		7.21	1.84		1.43	3
0.88		0.56	0.46		3.34	2.04		1.17	4
-		-	-		-	-		-	5
-		-	-		-	-		-	6
-		-	144.64		386.83	219.49		224.83	7
									C
98.83	-	94.36	68.25	-	194.03	137.80	-	147.35	1
1.05		2.78	0.37		12.95	1.43		4.57	2
-		-	-		-	-		-	3
-		-	-		-	-		-	4
12.71		14.29	18.07		64.64	19.80		28.35	5
-		-	-		-	-		-	6
-		-	69.15		254.07	155.45		156.15	7
									D
97.80	-	91.55	108.29	-	245.24	158.15	-	169.41	1
0.71		1.63	0.20		42.86	1.34		3.13	2
3.08		3.58	5.03		10.89	5.88		7.67	3
-		-	-		-	-		-	4
1.95		9.47	2.36		15.99	2.36		15.99	5
-		-	-		-	-		-	6
-		-	162.75		185.04	162.75		185.04	7
									E
95.41	-	94.45	68.65	-	201.92	128.60	-	127.59	1
1.64		3.22	0.11		27.99	2.08		3.99	2
1.17		1.94	0.28		2.95	1.45		2.30	3
-		-	-		-	-		-	4
5.21		6.85	4.39		11.53	6.45		10.65	5
-		-	-		-	-		-	6
-		-	76.28		201.92	134.79		135.09	7
									F
94.63	-	92.38	146.26	-	407.34	182.93	-	178.40	1
5.73		7.64	0.52		72.41	10.91		14.94	2
-		2.36	-		-	-		-	3
-		-	-		-	-		-	4
0.36		0.91	0.45		5.88	0.79		1.75	5
-		-	-		-	-		-	6
-		-	155.13		426.74	198.78		193.11	7
									G
97.42		94.21	68.25		407.34	160.81		167.79	1
1.63		4.06	0.11		19.40	2.77		6.48	2
1.22		1.25	0.06		10.89	2.27		2.33	3
0.56		1.01	0.03		5.19	0.96		1.94	4
3.10		5.99	0.26		64.64	4.39		8.60	5
3.13		3.15	*		15.74	3.50		6.42	6
-		-	69.15		426.74	166.58		180.75	7

TABLE XI.

DISTRIBUTION OF TOTAL FRINGE PAYMENTS AS A PERCENT OF TOTAL PAYROLL BY NUMBER OF FIRMS IN EACH RANGE - OFFICE AND NON-OFFICE EMPLOYEES
151 FIRMS - ALBERTA, 1957

Total Fringe Benefits as a Percent of Payroll	Number of Firms in Each Range	
	Office	Non-Office
Under 4%	8	1
4.01 - 6.00	9	12
6.01 - 8.00	9	11
8.01 - 10.00	11	15
10.01 - 12.00	18	25
12.01 - 14.00	16	23+
14.01 - 16.00	17*	13
16.01 - 18.00	13	16
18.01 - 20.00	7	11
20.01 - 22.00	10	7
22.01 - 24.00	11	4
24.01 - 26.00	5	3
26.01 - 28.00	4	2
28.01 - 30.00	1	4
30.01 - 35.00	3	2
35.01 - 40.00	4	1
Over 40.00	5	-
	151	150

* Median 14.61%

\+ Median 12.90%

TABLE XII.

DISTRIBUTION OF TOTAL FRINGE PAYMENTS AS CENTS PER PAYROLL HOUR BY NUMBER OF FIRMS IN EACH RANGE - OFFICE AND NON-OFFICE EMPLOYEES
151 FIRMS - ALBERTA, 1957

Total Fringe Benefits as Cents per Payroll Hour	Number of Firms in Each Range	
	Office	Non-Office
Under 4.00¢	4	2
4.01 - 6.00	2	4
6.01 - 8.00	2	4
8.01 - 10.00	6	8
10.01 - 12.00	8	5
12.01 - 14.00	3	7
14.01 - 16.00	9	10
16.01 - 18.00	5	13
18.01 - 20.00	3	15
20.01 - 22.00	4	11+
22.01 - 24.00	7	7
24.01 - 26.00	5	8
26.01 - 28.00	7	12
28.01 - 30.00	7*	4
30.01 - 32.00	11	6
32.01 - 34.00	3	4
34.01 - 36.00	4	8
36.01 - 38.00	5	2
38.01 - 40.00	6	1
40.01 - 45.00	11	3
45.01 - 50.00	7	4
50.01 - 55.00	7	5
55.01 - 60.00	5	2
60.01 - 80.00	4	3
80.01 - 100.00	6	-
Over 100.00	10	2
	151	150

* Median 30.76¢

\+ Median 20.49¢

SECTION 2

WORKING CONDITIONS AND BENEFITS SURVEY

1st MAY, 1958, ALBERTA

The information in this section was obtained from the Wage and Salary Rate Survey 1st May 1958 and covered 601 firms and over 21,000 employees This survey was independent of the one in Section 1.

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FRINGE BENEFITS - ALBERTA

Working Conditions and Benefits

Number of Days Worked Per Week

Days	No. of Firms Reporting Office	Non-Office
5.00	363	255
5.25	4	5
5.50	109	119
6.00	23	44
Other	6	11
	505	434

Number of Hours Worked Per Day

Hours	Number of Firms Office	Non-Office
6.00	-	1
6.25	1	-
6.50	5	1
6.75	13	-
7.00	72	7
7.25	25	6
7.50	157	29
7.75	8	3
8.00	208	335
8.25	2	2
8.50	5	21
8.75	1	9
9.00	2	10
Other	6	10
Total Firms..	505	434

* To the nearest quarter hour. Adjustments were made as many firms signified 1/4 and 1/2 days, and different number of hours worked on different days.

Number of Hours Worked per Week

Hours per Week*	No. of Firms Reporting Office	Non-Office
32.50	1	-
33.00	2	-
33.75	8	-
34.00	2	-
35.00	44	2
35.50	1	-
36.00	1	1
36.25	21	4
36.50	2	-
37.00	5	1
37.25	2	-
37.50	117	14
38.00	25	2
38.50	8	-
38.75	4	-
39.00	6	5
39.25	1	-
39.50	2	1
40.00	147	200
40.50	3	1
41.00	8	3
41.25	3	2
41.50	3	8
42.00	3	11
42.25	1	-
42.50	5	13
43.00	1	2
43.75	-	2
44.00	73	133
45.00	-	3
48.00	-	15
Other	6	11
Total Firms..	505	434

* To nearest quarter-hour.

SICK PAY POLICY

	No. of Firms Reporting Office	Non-Office
1. Fixed number of days per year - non-cumulative (a)	40	36
2. Fixed number of days per year - cumulative (b)	37	30
3. Fixed number of days per year (increased with length of service (c)	15	6
4. Non Sick Pay Granted	29	98
5. Granted at discretion of management	295	191
6. No policy or method specified	89	73
Total Firms	505	434

(a) If sick time is not used in one year (or period) it cannot be carried over to the next year.
(b) All or any portion of unused sick time may be carried over from year to year until the maximum number of days (according to company policy) have accumulated.
(c) The length of annual sick time with pay increases with length of service.

QUALIFYING PERIOD FOR VACATION WITH PAY* - 601 FIRMS

(Length of Service Required)

Length of Vacation	6 Months or less	1 Year	2 Years	3 Years	5-10 Years	11-15 Years	Over 15 Years
Office -							
One Week	114	180	-	-	-	-	-
Two Weeks	6	278	181	1	1	-	-
Three Weeks	1	17	14	6	110	101	23
Four Weeks	-	2	-	-	2	6	76
Non-Office -							
One Week	62	237	-	-	-	-	-
Two Weeks	1	179	230	7	1	-	-
Three Weeks	-	5	4	3	83	76	22
Four Weeks	-	-	-	-	1	6	49

*The figures in this table are non-additive as one firm may report in several categories.

COMPANY POLICY FOR RETIREMENT - 601 FIRMS

Age (years)	Office Employees		Non-Office Employees	
	Male	Female	Male	Female
50	-	2	-	1
55	-	10	-	7
60	8	104	4	81
62	3	-	1	-
65	193	80	153	53
68	3	2	3	2
70	8	4	5	3
Not Specified	61	74	58	77
No Set Policy	229	229	210	210
TOTAL	505	505	434	434

B E N E F I T P L A N S

O F F I C E E M P L O Y E E S

	Total No. of Firms Reporting Benefit	Compul-sory	Non-Com-pulsory	Paid Entirely By		Both Contribute		
				Employer	Employee	Employer	Employee	Firms
	No.	No. of Firms	No. of Firms	No. of Firms	No. of Firms	%	%	No.
1. PENSIONS	316	144	164	30	3	40.0	60.0	4
						50.0	50.0	193
						60.0	40.0	10
						65.0	35.0	8
						Other		30
								245
2. GROUP LIFE INSURANCE	390	130	254	39	40	20.0	80.0	3
						25.0	75.0	4
						30.0	70.0	5
						35.0	65.0	6
						40.0	60.0	3
						50.0	50.0	199
						60.0	40.0	15
						65.0	35.0	11
						75.0	25.0	4
						Other		19
								269
3. MEDICAL INSURANCE	410	93	305	25	92	20.0	80.0	3
						25.0	75.0	4
						30.0	70.0	6
						35.0	65.0	14
						40.0	60.0	6
						50.0	50.0	197
						60.0	40.0	10
						65.0	35.0	6
						75.0	25.0	5
						Other		14
								265
4. NON-GOV'T HOSPITAL INSURANCE	297	72	217	26	66	20.0	80.0	4
						25.0	75.0	4
						30.0	70.0	5
						35.0	65.0	8
						40.0	60.0	5
						45.0	55.0	3
						50.0	50.0	134
						60.0	40.0	5
						65.0	35.0	6
						Other		12
								186
5. WEEKLY INDEMNITY INSURANCE	42	10	27	4	6	50.0	50.0	26
						Other		6
								32
6. SAVINGS PLAN	11	-	10	-	-	34.0	66.0	5
						50.0	50.0	5
						Other		1
								11
7. SURGICAL INSURANCE	8	1	7	2	1	50.0	50.0	3
						Other		1
								4
8. DEATH BENEFIT INSURANCE	8	5	2	3	3	-	-	1

BENEFIT PLANS

NON-OFFICE EMPLOYEES

	Total No. of Firms Reporting Benefit	Compulsory	Non-Compulsory	Paid Entirely By		Both Contribute		
				Employer	Employee	Employer	Employee	Firms
	No.	No. of Firms	No. of Firms	No. of Firms	No. of Firms	%	%	No.
1. PENSIONS	237	90	143	24	4	40.0	60.0	3
						50.0	50.0	144
						60.0	40.0	4
						65.0	35.0	7
						Other		20
								178
2. GROUP LIFE INSURANCE	328	103	220	29	28	20.0	80.0	2
						25.0	75.0	4
						30.0	70.0	4
						35.0	65.0	5
						40.0	60.0	4
						50.0	50.0	174
						60.0	40.0	10
						65.0	35.0	9
						75.0	25.0	4
						Other		19
								235
3. MEDICAL INSURANCE	344	81	258	19	71	20.0	80.0	3
						25.0	75.0	6
						30.0	70.0	5
						35.0	65.0	10
						40.0	60.0	6
						50.0	50.0	167
						60.0	40.0	9
						65.0	35.0	3
						75.0	25.0	3
						Other		14
								226
4. NON-GOV'T HOSPITAL INSURANCE	259	65	191	16	56	20.0	80.0	4
						25.0	75.0	4
						30.0	70.0	4
						35.0	65.0	6
						40.0	60.0	4
						45.0	55.0	2
						50.0	50.0	121
						60.0	40.0	3
						65.0	35.0	4
						Other		14
								166
5. WEEKLY INDEMNITY INSURANCE	42	13	27	6	6	50.0	50.0	25
						Other		3
								28
6. SAVINGS PLAN	11	-	11	-	1	34.0	66.0	4
						50.0	50.0	5
						Other		1
								10
7. SURGICAL INSURANCE	8	1	7	1	1	50.0	50.0	3
						Other		2
								5
8. DEATH BENEFIT INSURANCE	8	6	2	5	2	-	-	1

OTHER BENEFIT PLANS REPORTED

	TYPE OF PLAN:	No. of Firms Reporting* For Office Employees	No. of Firms Reporting* Non-Office Employees
1.	Profit Sharing	43	37
2.	Cost of Living Bonus	15	12
3.	Other Bonuses	105	92
4.	Free Services	11	13
5.	Discount (Purchases of Merchandise etc.)	107	108
6.	None	48	37
7.	None Specified	263	223

* Some firms had 2 or more plans in effect.